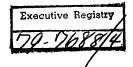
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Dear Don,

You and your colleagues on the Language Incentive Implementing Committee have devoted four months on the new incentive program designed to accelerate foreign language competence in the Agency. Upon approving the program, I wish to thank you as a member of the committee for your contribution of expert knowledge and creative ideas. I especially appreciate your ability as a group to resolve different interests and divergent views in the interest of creating a unified program which is applicable to the whole Agency. Your work is a credit to the committee and to you individually and will result in long-term benefits to the Agency.

Sincerely,

/s/ Frank C. Carlucci

Frank C. Carlucci

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